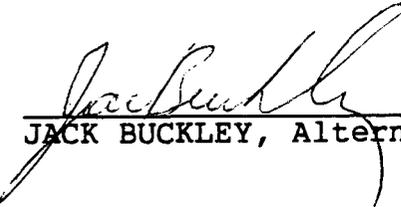


treatment accorded to other firefighters employed by the Town when they attained permanent status;

- c) that the awarding of permanent status to Complainant Fredette on a retroactive basis was a discretionary act accomplished by the Town and cannot now be retracted or modified as the result of the wage dispute which is a part of these proceedings;
- d) that the practice was and has been for entry level permanent firefighters to be paid at the rate of \$434.00 per week, the same rate awarded Complainant Fredette in PELRB Decision No. 93-82 in order to afford consistent and equitable treatment; and
- e) that the PELRB's decision of July 20, 1993 (Decision No. 93-82), as well as the relief contained therein, is hereby AFFIRMED with the remedy to be implemented forthwith.

So ordered.

Signed this 14th day of December, 1993.



JACK BUCKLEY, Alternate Chairman

By unanimous vote. Alternate Chairman presiding. Members Richard Roulx and E. Vincent Hall present and voting.